

Message Text

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ACTION AF-04

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FM AMEMBASSY MASERU

TO SECSTATE WASHDC 4416

INFO AMEMBASSY GABORONE

AMEMBASSY MBABANE

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E O 11652: NA

TAGS: EAID ELAB LT

SUBJ: GOL REQUEST FOR ASSISTANCE IN SALARIES COMMISSION WORK

1. MOTHUSI MASHOLOGU, SENIOR PERMSEC FOR GOL, CALLED IN DCM OCT 8 TO ASK INFORMALLY WHETHER U.S. WOULD BE WILLING SUPPLY EXPERT FOR FOUR TO SIX WEEKS TO ADVISE SALARIES COMMISSIONER ON ALL ASPECTS OF TERMS OF SERVICE FOR UNIFORMED OR DISCIPLINED, SERVICES.

2. MASHOLOGU EXPLAINED THAT GOVERNMENT IS CONCERNED THAT CIVIL SERVICE EMPLOYEES, BOTH WHITE-COLLAR AND BLUE-COLLAR, ARE LEAVING GOVERNMENT SERVICE IN SIGNIFICANT NUMBERS TO SEEK EMPLOYMENT IN PRIVATE SECTOR IN LESOTHO AND SOUTH AFRICA. PRIMARY PROBLEM APPEARS TO BE LOW SALARIES PAID BY GOL. GOVERNMENT THEREFORE IS ESTABLISHING SALARIES COMMISSION TO STUDY PROBLEM AND MAKE RECOMMENDATIONS AS TO HOW TO MEET IT. ANNOUNCEMENT OF COMMISSIONER, WHO ALREADY IDENTIFIED, WILL BE MADE SHORTLY.

3. GOL BELIEVES IT HAS EXPERTISE NECESSARY FOR STUDY OF PURE CIVIL SERVICE ASPECT OF PROBLEM. HOWEVER, IT INTENDS TO TREAT UNIFORMED SERVICES, I.E., POLICE, AS SEPARATE COMPONENT OF GENERAL STUDY, AND DOES NOT BELIEVE IT HAS COMPETENCE TO DEAL ADEQUATELY WITH THIS ASPECT OF STUDY. IDEA IS LIMITED OFFICIAL USE

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THAT POLICE, BECAUSE OF SPECIAL NATURE THEIR WORK, SHOULD

HAVE DIFFERENT TERMS OF SERVICE FROM REST OF CIVIL SERVICE. GOL IS THINKING IN TERMS OF SPECIAL PENSION ARRANGEMENTS, POST EXCHANGE PRIVILEGES, SALARIES, ETC. SPECIAL EMPHASIS IS TO BE PLACED ON VOCATIONAL TRAINING WHICH WOULD ENABLE POLICE OFFICERS ENGAGE IN COMMUNITY DEVELOPMENT PROJECTS AS WELL AS PREPARE THEM FOR SECOND CAREER AFTER RETIREMENT.

4. GOL COULD TURN TO UK FOR ADVISOR TO SALARIES COMMISSIONER BUT BELIEVES U.S. WOULD BE IN BETTER POSITION TO PROVIDE FRESH IDEAS. SHOULD BE EMPHASIZED THAT IF U.S. CAN PROVIDE EXPERT IN THIS FIELD, HE WILL IN NO WAY BE ACTING AS ADVISOR TO POLICE BUT WILL ADVISE SALARIES COMMISSIONER UNDER WELL-DEFINED TERMS OF REFERENCE ON TERMS OF SERVICE FOR POLICE. THIS PART OF STUDY WOULD NOT BE PUBLICIZED INITIALLY, LEST IT ENCOURAGE EXTRAVAGANT EXPECTATIONS, BUT RECOMMENDATIONS RESULTING FROM STUDY WOULD BE PUBLICLY RELEASED LATER. GOL WOULD FURNISH INTERNAL TRAVEL AND LIVING ACCOMMODATIONS FOR ANY EXPERT, REQUESTS U.S. PROVIDE SALARY AND INTERNATIONAL TRAVEL.

5. IF AT ALL POSSIBLE, EMBASSY WOULD LIKE TO BE RESPONSIVE TO GOL REQUEST. TO PROVIDE AN EXPERT WOULD GIVE US OPPORTUNITY TO EXERT SOME INFLUENCE IN MAKING POLICE MORE RESPONSIVE TO PUBLIC NEEDS, ESPECIALLY IN COMMUNITY DEVELOPMENT. IN ADDITION, IT WOULD PROBABLY ENABLE US TO SUBSTANTIALLY INCREASE OUR KNOWLEDGE OF PRESENT ORGANIZATION OF POLICE, MORALE AMONG MEN AND OFFICERS, CENTERS OF LOYALTY. IF WOULD BE HELPFUL TO OUR BILATERAL RELATIONS WITH GOL.

6. GOL WOULD APPRECIATE URGENT INFORMAL RESPONSE AS TO WHETHER U.S. WOULD BE PREPARED TO ASSIST IN THIS STUDY IN ORDER TO PROCEED WITH ESTABLISHMENT OF COMMISSION.
BOLEN

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